IN THE UNITED STATES DISTRICT COURT FOR THE EASTERN DISTRICT OF PENNSYLVANIA

-

JASON PROSKE 99 Centennial Dr.	
Warminster, PA 18974	NO
Plaintiff,	CIVIL ACTION
vs.	JURY TRIAL DEMANDED
SPIN INC. 10501 Drummond Rd,. Philadelphia, PA 19154	
Defendant.	

COMPLAINT

Plaintiff, by and through his undersigned counsel, hereby files the following Complaint against Defendant:

INTRODUCTION

1. Plaintiff initiates this action to seek redress against Defendant for unlawful disability discrimination in violation of the Americans with Disabilities Act ("ADA") and other applicable federal and state law.

PARTIES

- 2. Plaintiff is Jason Proske ("Plaintiff"), an adult individual currently residing at the above address.
- 3. Defendant, Spin Inc. ("Defendant."), SPIN is a 501(c)3 nonprofit organization whose main office is at the above address.

- 4. Defendant was founded in 1970 and services to persons with autism and intellectual/developmental disability.
 - 5. SPIN, D/B/A SPIN Inc, which stands for Special People in the Northeast, Inc.
- 6. At all times relevant hereto, Defendant acted by and through its agents, servants, and employees, each of whom, at all times relevant, acted within the scope of his or her job duties.
- 7. Defendant is an "employer" within the meaning of the ADA because it is engaged in an industry affecting interstate commerce and because they maintained or maintains fifteen ("15") or more employees for each working day in each of twenty ("20") or more weeks in the current or preceding calendar year.
- 8. Defendant also maintains a sufficient number of employees to satisfy the jurisdictional prerequisites of the Pennsylvania Human Relations Act (requiring four or more employees).

JURISDICTION and VENUE

- 9. All of the allegations contained in the foregoing paragraphs of this Complaint are incorporated by reference herein as if the same were set forth at length.
- 10. The Court may properly maintain personal jurisdiction over Defendant because Defendant's contacts with this state and this judicial district are sufficient for the exercise of jurisdiction over Defendant to comply with traditional notions of fair play and substantial justice, satisfying the standard set forth by the Supreme Court of the United States in *International Shoe Co. v. Washington*, 326 U.S. 310 (1945) and its progeny.
- 11. The United States District Court for the Eastern District of Pennsylvania may exercise original subject-matter jurisdiction over the instant action pursuant to 28 U.S.C. §§ 1331 and 1343(a)(4) because it arises under the laws of the United States and seeks redress for violations of civil rights.

- 12. The Court may also maintain supplemental jurisdiction over state law claims set forth herein pursuant to 28 U.S.C. § 1367(a) and Rule 18(a) of the Federal Rules of Civil Procedure because they are sufficiently related to one or more claims within the Court's original jurisdiction in that they form part of the same case or controversy.
- 13. Venue is properly laid in the Eastern District of Pennsylvania pursuant to 28 U.S.C. §§ 1391(b)(1) and 1391(b)(2) because Defendant is located in and conducts business in this judicial district and because a substantial part of the acts and/or omissions giving rise to the claims set forth herein occurred in this judicial district (Plaintiff was employed in the Eastern District of Pennsylvania at the time of the illegal actions set forth herein).

PROCEDURAL and ADMINISTRATIVE REMEDIES

- 14. All of the allegations contained in the foregoing paragraphs of this Complaint are incorporated by reference herein as if the same were set forth at length.
- 15. Plaintiff has satisfied the procedural and administrative requirements for proceeding with an employment discrimination action.
- 16. Plaintiff filed timely written charges of discrimination with the Philadelphia office of the Equal Employment Opportunity Commission ("EEOC") and the Pennsylvania Human Relations Commission alleging discrimination at No. 530-2022-02520 on or about January 1, 2022.
- 17. The instant action is timely because it is initiated at least ninety ("90") days after the receipt of a Right to Sue Letter from the EEOC which was mailed on or about March 7, 2022
- 18. Plaintiff has exhausted federal and state administrative remedies as to the allegations of the instant Complaint at the time of filing.

FACTUAL BACKGROUND

- 19. All of the allegations contained in the foregoing paragraphs of this Complaint are incorporated by reference herein as if the same were set forth at length.
 - 20. Plaintiff is a male and former employee of Defendant.
- 21. Plaintiff was employed by Defendant at its place of business in Philadelphia, Pennsylvania.
 - 22. Plaintiff was the supervisor in IT.
 - 23. Plaintiff had worked for Defendant for 17 years.
 - 24. Plaintiff had received numerous positive reviews from his direct supervisor.
 - 25. Plaintiff had five promotions in the past seven years.
- 26. In May of 2021, SPIN suddenly announced that Rich Greenfield (Former CIO, COO, hereinafter referred to as 'Mr. Greenfield') was retiring.
 - 27. Mr. Greenfield had mentored the Plaintiff for several years.
- 28. The retirement of Mr. Greenfield prompted Plaintiff to speak to Judy Dotzman (Executive Director) about his career goals.
 - 29. Plaintiff's meeting with Ms. Dotzman occurred in early June 2021.
- 30. Plaintiff explained to Ms. Dotzman that although he was a supervisor, he had, in addition to doing his regular job, been filling in at the helpdesk for the employee who had left.
- 31. Plaintiff informed Ms. Dotzman that he was spending a great deal of time doing the helpdesk work, and since he was getting older and would soon turn 44, he was not as strong as he used to be.
- 32. He told Dotzman that his back sometimes hurt because he had been so involved in moving heavy boxes and equipment.

- 33. He said the lifting was starting to take its toll on his physical health.
- 34. Ms. Dotzman recommended Plaintiff raise this issue with his new supervisor, Pat McCormick.
- 35. Plaintiff met with Pat McCormick (hereinafter referred to as 'Mr. McCormick') on or about June 22, 2021.
 - 36. Plaintiff informed Mr. McCormick about the heavy lifting.
 - 37. Mr. McCormick told Plaintiff that he should start looking for another job.
- 38. Three days later, Plaintiff received a verbal warning from his direct supervisor Steve Hopkins. (Hereinafter referred to as 'Mr. Hopkins').
- 39. The verbal warning concerned Plaintiff's use of only two experienced staff members to pick up the remaining three computers from a location that they had mainly vacated earlier and that, Plaintiff had not supervised the event himself.
- 40. Very shortly thereafter, on July 13, 2021, Plaintiff was disciplined for events that allegedly occurred on June 28, 2021, and June 30, 2021.
- 41. On July 13, 2021, SPIN presented Plaintiff with a warning letter informing him that he was not meeting the expectations of his position.
- 42. Notably, a few days before, Plaintiff's supervisor had told him that he was "...doing really, really, well".
- 43. The warning letter specifically stated that, on June 28, 2021, Plaintiff had looked at other employees' electronic calendars in an attempt to schedule a meeting.
 - 44. This was a common practice at SPIN for well over a decade.
- 45. In fact, SPIN had encouraged the practice because it simplified programming modifications and the setting up of meetings.

- 46. Before his written warning, Plaintiff had been instructed to view employees' electronic calendars for these purposes.
 - 47. As such, Plaintiff was astonished to receive the written warning.
- 48. Plaintiff was now informed that he had been violating the privacy of my colleague and had acted without authority and abused the privileges of his position.
 - 49. Plaintiff was accused of being dishonest despite his excellent performance record.
 - 50. Plaintiff was further criticized for an event on June 30, 2021.
- 51. Plaintiff had checked the delivery of an email to an unresponsive, uncooperative employee to check whether the email Plaintiff had sent had been received by that employee, given the employee's refusal to comply with Defendant's downloading requirements for a company portal app.
- 52. SPIN had set an official deadline of June 30, 2021, and Plaintiff was told he was responsible for implementing the app and would be held accountable if it was not complete.
 - 53. Plaintiff's checking of this employee's email receipt was directly related to that duty.
 - 54. On Sunday, July 18, 2021, Plaintiff injured his right ankle playing basketball.
 - 55. The ankle became extremely swollen and was impossible to walk on.
- 56. On the way home from the game, Plaintiff immediately called his immediate supervisor Stephen Hopkins and left a voicemail explaining that he was injured.
 - 57. Additionally, Plaintiff sent a text message explaining he was hurt.
 - 58. Plaintiff requested to be contacted as soon as possible.
 - 59. I received no response from Mr. Hopkins.
 - 60. On Monday morning, July 19, 2021, Plaintiff went to the hospital.
 - 61. Plaintiff again called his immediate Mr. Hopkins, who this time answered the phone.

- 62. Plaintiff, explained his situation and then did the same for Pat McCormick, the CIO.

 The
- 63. Plaintiff was diagnosed with a severe sprain and texted Mr. Hopkins from the hospital bed.
 - 64. Plaintiff told Mr. Hopkins that he would be in touch as he learned more.
- 65. The following day Plaintiff spoke to Mr. Hopkins again in explained that the doctor required him to work from home for the next week since he could not drive.
 - 66. Mr. Hopkins permitted Plaintiff to work from home, and he did so for the week.
- 67. Twice during that week, with other employees present, Mr. McCormick requested to know when Plaintiff was returning to the office, to which Plaintiff always responded, "Monday, July 26, 2021."
 - 68. On Monday, July 26, 2021, Plaintiff met with Mr. McCormick in his office.
 - 69. Mr. McCormick sore Plaintiff, on crutches for the first time.
- 70. Despite Mr. McCormick's sarcasm about Plaintiff's injury, Plaintiff continued to work in the office almost every day that week, even though it was not required.
- 71. On Friday, July 30, 2021, Mr. McCormick requested that Plaintiff come into the office on Monday, August 2, 2021, to do some work that would not usually require him to be present.
 - 72. Nonetheless, on August 2, 2021, Plaintiff went to work as directed.
- 73. Frank Dellisanti (hereinafter referred to as 'Mr. Dellisanti') told Plaintiff that SPIN had lost faith in him and had decided to do a separation after almost 17 years of service.
 - 74. When Plaintiff asked why Mr. Dellisanti told him he was unprofessional.

- 75. Mr. Dellisanti indicated that Plaintiff could not elevate the volume on a video he was assisting with.
- 76. On August 2, 2021, Plaintiff received a letter ("Letter) from Defendant stating that he had failed to complete his job duties as reported by "SPIN management."
 - 77. The Letter had no specifics.
- 78. The Letter never described what Plaintiff had allegedly done that was so unprofessional that it merited termination.
 - 79. The issue of 'volume' on the video raised by Mr. Dellisanti is bogus.
- 80. On or around July 27, 2021, while Plaintiff was helping with a PowerPoint presentation, he was asked by Kathleen McHale, President, and CEO, to increase the volume of a video in a Zoom meeting.
- 81. Plaintiff informed her that the video was already at the highest volume and limited by its initial rendering.
- 82. The Defendant was fully aware of this because the same problem happened with the same video shown a few weeks earlier.
 - 83. Defendant knew that Plaintiff had no control over the volume.
- 84. Then after the meeting, Mr. McHale complimented Plaintiff for how supportive and cooperative he had always been.
- 85. Mr. McKale had expressed no concerns regarding the volume or the video. And expressed no concerns whatsoever.
- 86. Notably, the position Plaintiff was filling in for (besides doing his regular job) was filled by a much younger person after Plaintiff was terminated.

87. Plaintiff was discriminated against on the basis of his disability and/or perceived disability by Defendant.

COUNT I Americans with Disabilities Act

- 88. All of the allegations contained in the foregoing paragraphs of this Complaint are incorporated by reference herein as if the same were set forth at length.
- 89. Plaintiff is a "qualified individual with a disability" as that term is defined in the ADA because he has, or had at all times relevant hereto, a disability that substantially limited/limits one or more major life activities, or because he had a record of such impairment.
- 90. Alternatively, as permitted by Fed.R.Civ.P. 8(d)(2), Plaintiff is a "qualified individual with a disability" as that term is defined in the ADA because he was regarded as and/or perceived by Defendant and its agents as having a physical impairment that substantially limited/limits one or more major life activities.
- 91. Congress enacted the ADA Amendments Act of 2008 (ADAAA), Pub. L. No. 110-325, 122 Stat. 3553, which became effective January 1, 2009.
- 92. Congress intended the amendments to reinstate a broad scope of protection under the ADA.
- 93. The EEOC revised its regulations, construing the definition of disability broadly in favor of expansive coverage to the maximum extent permitted by the terms of the ADA. *See generally* 29 C.F.R. § 1630.2(j)(1)(i).
- 94. With regard to the "actual disability" prong, the test is whether, at the time of the adverse employment action, the limitation caused by the impairment was substantial.

- 95. Plaintiff suffered an "adverse employment action" insofar as he was terminated from his position with Defendant.
- 96. After the 2008 amendments to the ADA, a plaintiff is simply required to demonstrate that he or she was subjected to an adverse action as a result of an actual or perceived physical or mental impairment to be "regarded as" disabled. <u>Gaus v. Norfolk S. Ry. Co.</u>, 2011 U.S. Dist. LEXIS 111089 at *55 (W.D. Pa. Sep. 28, 2011).
- 97. A physical impairment means "Any physiological disorder or condition, cosmetic disfigurement, or anatomical loss affecting one or more body systems, such as neurological, musculoskeletal, special sense organs, respiratory (including speech organs), cardiovascular, reproductive, digestive, genitourinary, immune, circulatory, hemic, lymphatic, skin, and endocrine" or "Any mental or psychological disorder, such as an intellectual disability (formerly termed "mental retardation"), organic brain syndrome, emotional or mental illness, and specific learning disabilities." 29 C.F.R. §1630.2(h)(1)-(2).
- 98. By way of example and without limitation, "chronic pain" coupled with prescription medication has been found to be a disability under the 2008 amendments referenced above. *See generally* Gaus v. Norfolk S. Ry. Co., 2011 U.S. Dist. LEXIS 111089 (W.D. Pa. Sep. 28, 2011).
- 99. Defendant retaliated against Plaintiff for seeking reasonable accommodations due to his disability.
- 100. The foregoing conduct by Defendant constitutes unlawful discrimination and retaliation against Plaintiff on the basis of his disability or perceived disability.
- 101. As a result of Defendant's unlawful discrimination, Plaintiff has suffered damages as set forth herein.

COUNT II Pennsylvania Human Relations Act

- 102. All of the allegations contained in the foregoing paragraphs of this Complaint are incorporated by reference herein as if the same were set forth at length.
- 103. The foregoing disability discrimination and retaliation by Defendant also violates the Pennsylvania Human Relations Act, 43 P.S. § 951, et seq.
- 104. As a result of Defendant's violations of the Pennsylvania Human Relations Act, Plaintiff has suffered damages, as set forth herein.

PRAYER FOR RELIEF

WHEREFORE, Plaintiff prays that the Court enter judgment in his favor and against Defendant and that it enter an Order as follows:

- a. Defendant is to be permanently enjoined from discriminating or retaliating against Plaintiff on any basis prohibited under applicable federal and state law;
- b. Defendant is to be prohibited from continuing to maintain its illegal policy, practice, or custom of discriminating or retaliating against employees based on any basis prohibited under applicable federal and state law and be ordered to promulgate an effective policy against such discrimination and to adhere thereto;
- c. Defendant is to compensate Plaintiff, reimburse Plaintiff, and to make Plaintiff whole for any and all pay and benefits Plaintiff would have received had it not been for Defendant's illegal actions, including but not limited to back pay, front pay, salary, pay increases, bonuses, medical and other benefits, training, promotions, pension, and seniority. Plaintiff should be

accorded those benefits illegally withheld from the date he first suffered discrimination at the hands of Defendant until the date of verdict;

- d. Plaintiff is to be awarded actual damages, as well as damages for the pain, suffering, and humiliation caused to his by Defendant's actions as permitted by applicable law;
- e. Plaintiff is to be awarded punitive damages as permitted by applicable law, in an amount believed by the Court or trier of fact to be appropriate to punish Defendant for its willful, deliberate, malicious, and outrageous conduct, and to deter Defendant or any other employees from engaging in such misconduct in the future;
- f. Plaintiff is to be accorded any and all other equitable and legal relief as the Court deems just, proper, and appropriate including but not limited to reinstatement;
- g. Plaintiff is to be awarded the costs and expenses of this action and reasonable legal fees as provided by applicable federal and state law;
- h. Any verdict in favor of Plaintiff is to be molded by the Court to maximize the financial recovery available to Plaintiff in light of the caps on certain damages set forth in applicable federal law;
- i. Plaintiff is to be granted such additional injunctive or other relief as he may request during the pendency of this action in an effort to ensure Defendant does not engage or ceases engaging in illegal retaliation against Plaintiff or other witnesses to this action;
- j. The Court is to maintain jurisdiction of this action after verdict to ensure compliance with its Orders therein.

k. Plaintiff's claims are to receive a trial by jury to the extent allowed by applicable law. Plaintiff has also endorsed this demand on the caption of the Complaint in accordance with Federal Rule of Civil Procedure 38(b).

Respectfully submitted,

KOLMAN LAW, P.C.

/s/ Timothy M Kolman
414 Hulmeville Avenue
Penndel, PA 19047
(T) 215-750-3134 / (F) 215-750-3138
Client Care@KolmanLaw.com
TKolman@KolmanLaw.com

Attorneys for Plaintiff

Dated: June 6, 2022

Casese 222224-00202923, SD comment of 1 File (606) (1930) (1931) 22 a a ga gle 4 1 of 0.615

The JS 44 civil cover sheet and the information contained herein neither replace nor supplement the filing and service of pleadings or other papers as required by law, except as provided by local rules of court. This form, approved by the Judicial Conference of the United States in September 1974, is required for the use of the Clerk of Court for the purpose of initiating the civil docket sheet. (SEE INSTRUCTIONS ON NEXT PAGE OF THIS FORM.)

purpose of initiating the civil de	ocket sheet. (SEE INSTRUC	TIONS ON NEXT PAGE OF T	HIS FORM.)			
I. (a) PLAINTIFFS JASON PROSKE 99 CENTENNIAL DR. WARMINSTER, PA 189	74		DEFENDANTS SPIN, INC. 10501 DRUMMON PHILADELPHIA, F	ID RD.		
(b) County of Residence of			County of Residence of First Listed Defendant PHILADELPHIA			
(EXCEPT IN U.S. PLAINTIFF CASES)		(SES)	NOTE: IN LAND CONDEMNATION CASES, USE THE LOCATION OF THE TRACT OF LAND INVOLVED.			
(c) Attorneys (Firm Name, 2 Timothy M. Kolman, Esq 414 Hulmeville Ave, Pen (215) 750-3134	uire	r)	Attorneys (If Known)			
II. BASIS OF JURISDI	CTION (Place an "X" in O	ne Box Only)	I. CITIZENSHIP OF P (For Diversity Cases Only)	RINCIPAL PARTIES	(Place an "X" in One Box for Plaintig and One Box for Defendant)	
☐ 1 U.S. Government Plaintiff	∡ 3 Federal Question (U.S. Government)	Not a Party)	P	TF DEF ⟨ 1 □ 1 Incorporated or Pr of Business In T	PTF DEF incipal Place	
☐ 2 U.S. Government Defendant	☐ 4 Diversity (Indicate Citizenshi	ip of Parties in Item III)	Citizen of Another State	2		
			Citizen or Subject of a Foreign Country	3 🗖 3 Foreign Nation	□ 6 □ 6	
IV. NATURE OF SUIT			DODEDATION (NEW ALTRA		of Suit Code Descriptions.	
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 □ 110 Insurance □ 120 Marine □ 130 Miller Act □ 140 Negotiable Instrument □ 150 Recovery of Overpayment & Enforcement of Judgment □ 151 Medicare Act □ 152 Recovery of Defaulted Student Loans (Excludes Veterans) □ 153 Recovery of Overpayment of Veteran's Benefits □ 160 Stockholders' Suits □ 190 Other Contract □ 195 Contract Product Liability □ 196 Franchise REAL PROPERTY □ 210 Land Condemnation □ 220 Foreclosure □ 230 Rent Lease & Ejectment □ 240 Torts to Land □ 245 Tort Product Liability □ 290 All Other Real Property 	PERSONAL INJURY 310 Airplane 315 Airplane Product Liability 320 Assault, Libel & Slander 330 Federal Employers' Liability 340 Marine 345 Marine Product Liability 350 Motor Vehicle Product Liability 360 Other Personal Injury 362 Personal Injury Medical Malpractice CIVIL RIGHTS 440 Other Civil Rights 441 Voting 442 Employment 443 Housing/ Accommodations X 445 Amer. w/Disabilities - Other 446 Amer. w/Disabilities - Other	PERSONAL INJURY 365 Personal Injury - Product Liability Pharmaceutical Personal Injury Product Liability 368 Asbestos Personal Injury Product Liability PERSONAL PROPERTY 370 Other Fraud 371 Truth in Lending 180 Other Personal Property Damage Product Liability PRISONER PETITIONS Habeas Corpus: 463 Alien Detainee 510 Motions to Vacate Sentence 530 General 535 Death Penalty Other: 540 Mandamus & Other 550 Civil Rights 555 Prison Condition 560 Civil Detainee - Conditions of Confinement	□ 625 Drug Related Seizure of Property 21 USC 881 □ 690 Other LABOR □ 710 Fair Labor Standards Act □ 720 Labor/Management Relations □ 740 Railway Labor Act □ 751 Family and Medical Leave Act □ 790 Other Labor Litigation □ 791 Employee Retirement Income Security Act IMMIGRATION □ 462 Naturalization Application □ 465 Other Immigration Actions	□ 422 Appeal 28 USC 158 □ 423 Withdrawal 28 USC 157 PROPERTY RIGHTS □ 820 Copyrights □ 830 Patent □ 835 Patent - Abbreviated New Drug Application □ 840 Trademark SOCIAL SECURITY □ 861 HIA (1395ff) □ 862 Black Lung (923) □ 863 DIWC/DIWW (405(g)) □ 864 SSID Title XVI □ 865 RSI (405(g)) FEDERAL TAX SUITS □ 870 Taxes (U.S. Plaintiff or Defendant) □ 871 IRS—Third Party 26 USC 7609	□ 375 False Claims Act □ 376 Qui Tam (31 USC	
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VI. CAUSE OF ACTIO	ON Cite the U.S. Civil Sta 28 U.S.C. Section Brief description of ca Violations of Civil	use:	iling (Do not cite jurisdictional sta t 4)			
VII. REQUESTED IN COMPLAINT:	UNDER RULE 2	IS A CLASS ACTION 3, F.R.Cv.P.	DEMAND \$	CHECK YES only JURY DEMAND:	if demanded in complaint: Yes □No	
VIII. RELATED CASI IF ANY	E(S) (See instructions):	JUDGE		DOCKET NUMBER		
DATE 06/06/2022		SIGNATURE OF ATTOR Timothy M. Kolma				
FOR OFFICE USE ONLY RECEIPT # AN	MOUNT	APPLYING IFP	JUDGE	MAG. JUI	OGE	

DESIGNATION FORM

(to be used by counsel or pro se plaintiff to indicate the category of the case for the purpose of assignment to the appropriate calendar)

Address of Plaintiff: 99 Centennia	Dr., Warminster, PA 18974		
Address of Defendant: 10501 Drummo	nd Rd., Philadelphia, PA 19154		
Place of Accident, Incident or Transaction: 10501 Drummond Rd., Philadelphia, PA 19154			
RELATED CASE, IF ANY:			
Case Number: Judge:	Date Terminated:		
Civil cases are deemed related when <i>Yes</i> is answered to any of the following questions:			
1. Is this case related to property included in an earlier numbered suit perpreviously terminated action in this court?	nding or within one year Yes No		
2. Does this case involve the same issue of fact or grow out of the same transaction as a prior suit yes No pending or within one year previously terminated action in this court?			
3. Does this case involve the validity or infringement of a patent already in suit or any earlier numbered case pending or within one year previously terminated action of this court?			
4. Is this case a second or successive habeas corpus, social security appeal, or pro se civil rights Yes No Verification of the same individual?			
I certify that, to my knowledge, the within case is / is not related to any case now pending or within one year previously terminated action in this court except as noted above.			
DATE: 06/06/2022	51982		
Attorney-at-L	aw / Pro Se Plaintiff Attorney I.D. # (if applicable)		
CIVIL: (Place a √ in one category only)			
CIVIL: (Place a √ in one category only) A. Federal Question Cases:	B. Diversity Jurisdiction Cases:		
	I. Insurance Contract and Other Contracts		
 A. Federal Question Cases: 1. Indemnity Contract, Marine Contract, and All Other Contracts 2. FELA 3. Jones Act-Personal Injury 	 Insurance Contract and Other Contracts Airplane Personal Injury Assault, Defamation 		
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